Public (Political) **(1949) Department.**

Ms. **SERIES.**

G.O. NO. 3238

Dated 21-9-1949.

Passed.

29/9/49 Cor. 27/9/49

[Despatch Abstract.]

States - Sandur - Merger - Staff - Absorption in Madras Services - Instructions issued -

Government of Madras.

Abstract.

STATES - Sandur - Merger - Staff - Absorption in Madras Services - Instructions issued.

Public (Political) Department.

G.O.Ms.No.3239. Dated the 21st September 1949.

O r d e r:

The Government direct that the principles laid down in G.O.Ms. No.855 Public (Political), dated 26-3-1949 regarding the absorption of State employees of Pudukkottai and Banganapalle, as subsequently amended, shall apply mutatis mutandis to the absorption of the Sandur State employees also in Madras Services.

(By order of His Excellency the Governor)

K. Ramunni Menon,
Chief Secretary to Government.

the departments of the Secretariat (all sections including Public).
" Public (Services) Department.
" Board of Revenue, Madras.
" Collector, Bellary (with enclosure).
" Accountant-General, Madras through Finance.

Copy to the Government of India, Ministry of States, New Delhi.

True Copy.
Forwarded / By order

Superintendent.

SS.Sm ./22-9.

Public (Poll) deptt.

Memo No. 2823/49-1. 5.5.49

States- Sandur- Merger- Absorption of state servants.

The Collector of Bellary is referred to para 7 of the collateral letter of the Govt. of India to the Ruler of Sandur, (a copy of which has been communicated to the Collr. with G.O.No.1145 Public (Poll) dated 27-4-49) regarding the absorption of the Sandur state servants. A copy of G.O.No. 855 Public (Poll) dated 26-3-49 (Memo No. 2454/49-2 dt 26.4.49) in which the principles to be followed in respect of the absorption of the state employees of Pudukkottai and Banganapalle, the fixation of their pay in the time scales in force in this Province, the retrenchment and retirement of surplus personnel and payment of compensation for loss of career etc. is enclosed for the information of the Collector of Bellary. The Collr. is requested to say whether the principles laid down therein may be followed mutatis mutandis in the case of the Sandur state employees also. The reply should be sent thro the Board of Revenue.

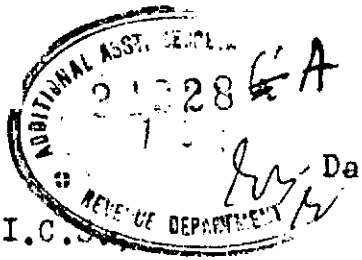
To the Collr. of Bellary (with enclos)

Copy to the Board of Revenue.

4.5.49. 4.5.49. 5.5.49

Note. Subject to orders the draft memo above is submd. for approval.

4.5.49. 5.5.49.



Ref.C.No.5363/49 C.C. Dated. 22-5-49.

From E.C.Allardice Esq.,I.C.S.,
Collector Bellary.

To The Secretary to the Board of Revenue,
Madras.

Sir

Sub:- STATES.SANDUR STATE MERGER TERRITORIAL AFFILIATION REPORT TIME REQUESTED.

Ref:- Govt. Memo No.2823/49-10, Public (Pol), dated 5-5-1949.
(ii) Board's M.4366/49-1, dated 18-5-49.

A report from the Special Officer Sandur has been called for and it is expected by 25-5-49. On receipt of the report, I have to address the District Officials for ascertaining the possibility of absorbing any of the surplus staff in the corresponding departments and it is only on receipt of replies from them, that I can submit a final report to the Board. I therefore request that time till 15-6-1949 may kindly be given to me for the submission of the report called for in the Government memo cited above.

Public (Political) Deptt.

The main file has been sent to Revenue with this deptt. u.o. no 2823/49-2 d 26/5/49. Revenue may see this also.

COLLECTOR, BELLARY.
Camp:-Harapanahalli.

Copy submitted to the Chief Secretary to Govt. of Madras for information.

27/5/49 Cul 28.5.49 28/5/49 Revenue

Pol (Pol) No 2823/49-3
30 5 49

Leo Dept

TOPS

~~please ... Th ...~~. The Wife

& the and the pub (pol) dept. ~~to~~ write
or p.l auth. may be ... The main file
~~and this may be~~ returned to pub (Pol)
~~(pol)~~ on 30.5.79. This may be sent to him.

M. G. up. ~~to~~
21.6

Bhatt

Revenue Department.

From
W.C.Allerdice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort.St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference G.L.No.5362/49.S.C. dated 10.6.1949.

Sir,

Sub: Sandur - Merger - absorption of State servants - Report - Submitted.

Ref: Government Memorandum No.2883/40.10 Public (Political) Department dated 5--6--1 9 4 9.

The provisions of Government Order No.No.955 Public (Political Department) dated 23..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.No.No.955 Public (olitical) dated 23.3.1949 Para 2 iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 3 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in proposing exemption from passing departmental tests in the case of State servants who have become all or gained sufficient working experience. I consider that experience in the old regime will be of little help for the new system and that therefore, all candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

2) In para 5 (a) of G.O.No.No.955 dated 23.3.1949, annual increments to State servants is regulated according to "Service Pay scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments will accrue to any State servant.

P.T.O.

the merger will be lessthan 60% of their present pay. Taking into consideration the scale of pensions granted by the Rajah to his household staff and approved by the Government of India, I consider it desirable to grant ex-traordinary pensions to all State servants retiring. It will be a gracious act on the part of the present Government and will not give place to the conception that had the servants not served the present Government, the Rajah Saheb would have got them gracious pensions as in the case of his household staff. I suggest that 70% of the Pay of the servant on the date of retirement may be given to him as an extraordinary pension. I may add for your information that, as regards the Rajahs household, an average of 63% of their pay was given and I suggest that it is expedient to give at least as high an average.

In this connection I may add that all State servants who have put in service of 25 years and more may be retired compulsorily on payment of pension at the above suggested scale.

Temporary servants who are found unfit for service in this Province, or who though fit, do not choose to serve the present Government, may be permitted to retire from service on payment of compensation at the rate of one months' salary drawn by them on the date of such discharge, for every one year of service put in by the State servant in Sandur State.

All the other provisions of the Government Order may be applied Mutatis Mutandis to the Sandur State employees. On receipt of final orders governing the general principles of absorption, I shall submit proposals in respect of each state servant.

I am asking the Special Officer, Sandur, to discharge from State service some of the state Police Constables, and servants of the state forest, Sandur, with effect from 1.7.1948, as they are unwilling to serve the present Government. A separate report on this matter is being submitted to the Government. Proposals for awarding them suitable compensation will be submitted on receipt of final orders from Government regarding the general principles on which they are to be compensated.

's the future of the several servants has to be decided quickly before the reorganisation is completed and the departments taken over by the respective heads of departments in this Province. I would be grateful if you could let me have an early date.

Collector.

hms/M.C.1[illegible]. 14.2.

Copy to the Chief Secretary to Government, Madras, direct to save delay.

It is, therefore, suggested that the total permanent service of the State Servants instead of service in previous scales may be taken into consideration.

3) The Financial Secretary to the Government of Sandur, requests that those who were in State Service before 1932 may be allowed the concessions of leave rules as existing under the Madras Government. The new leave rules of this Government may be applied to them.

4) The area of the jurisdiction and to some extent the pay last drawn by the State Servant may be taken to be the criteria for fixing the State Servants in the new grades. The suggestion of the Financial Secretary to consider the Post and Rank held by them and not the pay, cannot be accepted in view of the fact that the comparative scales of pay in this Province are higher than those in the State and the complexity of problems in similar posts in this Province requires greater experience and men of better abilities than the persons holding high posts in the state.

5) The General Secretary to the Government requests that the cases of the three Graduates viz., the General Secretary, the Financial Secretary and the Revenue Assistant may be considered specially. I shall submit my recommendations with regard to these persons soon. Similarly other special and deserving cases may be ordered to be considered on their merits.

6) The General Secretary proposes that the Service of the State Servants in the state, must be counted for all purposes under the Madras Government rules. This is a reasonable request and may be considered favourably.

7) As regards grant of pensions or compensations to the State Servants who for one reason or other have to retire, I submit the following:

The State Officials got the present scales of pay only in 1947 and prior to it their scales of pay were low. The average of 30 months emoluments on the date of retirement on account of the

Copy of Report No.C.S./Try.91/49/17.6.1949., from the Financial Secretary to the Government, Sandur, to the Special Officer, Sandur.

Sir,

Sub: States-Sandur - Merger - Absorption of State servants.
Ref: No.No.5308/49.C.C. from the Collector, Bellary, with your Endorsement thereon.

I have studied the above quoted reference with its enclosures. The terms stated therein are acceptable generally but the following points need very sympathetic consideration of the Government.

(a) PARA 2 SUB-PARA (i) OF ANCILLARY INSTRUCTIONS:-

Unqualified persons cannot be forced to qualify themselves within the specific period as it is impossible for such persons to get themselves qualified. A person who has failed his Matriculation Examination is not qualified to hold the post of even the Lower Division Clerk in the Madras Province. But there are certain State Servants who have superior ability but who have not passed the Examinations. A person who has failed in Chemistry or English or Mathematics 5 years ago cannot study the subject and appear for examination at the same time working in the office. I do not think it is fair to impose an impossible condition. I therefore, suggest that those who have passed V Form and have put in three years service in the office holding any permanent Ministerial Post may be deemed to have acquired the requisite minimum educational qualifications. These persons may be treated in the same way as Ex-Servicemen are treated and necessary exemption on the point of qualifications be granted.

(b) Para 2 Sub Para (iv) of ancillary Instructions:-

Principles re:absorption of members:-

There will be 6 to 7 parts of departmental tests to be passed by an individual for getting himself qualified for a senior non-gazetted post and two years time given for passing the departmental tests is too short. It would be fair to give four years time for passing the tests at the rate of one part of the test per half year. This may be given with effect from 1.7.1949. This is especially necessary as the work entrusted to these State Servants will be new to them and it will be difficult for them to prepare for tests. Passing

of tests, in my opinion, should not be made impossible by giving too short a time. Non-passing of tests cripples the ex-State Servants till the end of their lives. The above principle may be made applicable in the case of State Servants who are 30 years of age or more. Others who are below thirty may be permitted to qualify themselves before they reach their 35th year as in the case of other Government servants in the Services. Provision may also be made to exempt the State servants from passing the departmental tests in cases where the State Servant has become old or that he has gained sufficient working experience in the subject. In certain extraordinary cases more training for a fixed period may be deemed to give sufficient knowledge of the subject and such state servant may be exempted from passing tests.

(c) Para 5 of Ancillary Instructions:—

The revised scales of pay fixed in this State are very low compared to scales of pay of similar posts in the Madras Presidency. The revised scales of pay were fixed from 1947 onwards and hence no one has put in more than two years service in his present scale. Hence the benefits contemplated in para 5 (c) cannot be enjoyed by any Senior State Servant. Under the circumstances and in the interest of State Servants on a whole, I am forced to suggest the following:—

In all sub para (i), (ii), (iii), & (iv) of para (5) (c) the words "in his previous Scale" may be replaced by the words "of his total permanent service in the State". Though this will not make any one's salary equal to or more than the salaries drawn by the Madras Government servants of similar service and qualifications, it is expected to reduce the hardship caused by the loss of such concessions as free education and cheaper grain concessions etc., which the state servants have enjoyed in the State Service.

(d) Para 9 of Ancillary Instructions:—

Practically nine out of ten of the employees of this State are natives of the place and every one owns a house in Sandur Town. They had no occasion to pay house rent out of their pay till

now. Now all these State Servants cannot be retained in Sandur and hence they have to maintain two houses one at Sandur where their children and brothers etc., will stay and the other at their official headquarters. During the present days one has to spend Rs.50/- for a house in busy taluk and District Headquarters. This will work as a real hardship on the comparatively low pay a State Servant is getting. I therefore suggest that those who are posted outside Sandur will get a house rent allowance of 15% of their pay in addition to their pay subject to a minimum of Rs.10/- and this may be allowed to be continued as Special Allowance as long as that person remains in employment outside Sandur. In cases where personal servant at Government cost are provided this special allowa may be enhanced to cover the expenses on the servant too.

(e) Para 10 of Ancillairy Instructions:--

It may not be necessary to reiterate that the salary paid to the subordinate services of the state is very low and to fix the superannuated and other pensions on the actual pay drawn by the servant at the Madras rates will be very low especially when t pension is fixed on the average pay of 36 months preceding the date of his retirement. This will make them discontended. I therefore suggest that pensions may be fixed, on the last pay drawn by the state servant and the average of 36 months. The rate for superannuated pensions may be granted to all servants with a service of 25 to 30 years. This suggestion may look absurd but a study of the conditions of local services will prove that it is worth considering.

(f) It may not be out of place to add that those who were in service before 1932 may be permitted to avail themselves of the benefits of leave concessions then in existence in the Presidency. This will help the subordinates who have accumulated leave so far to utilise the same in future. It is a just claim and may be admitted.

(g) The croteria for fixing the State Servants in the new grades should be the post and rank last held by them and not on the pay they wer getting. Pay fixed for each post in the State

(*) State Service with the recess privilege, increments contemplated in para (e) supra.

The above suggestions, if accepted, will I am sure, give a fair chance for confirmation of [illegible] State servants in Service without much murmur.

[illegible]
I.G.I.P.S.
Financial Secy. to Govt.
Sandur.

True Copy.

(*)was always less than that fixed for corresponding qualification and rank in the Madras Provincial Service hence the present staff may be put on a higher grade than they were drawing in the -

19/2/46.

(*) State Service with the necessary advance, increments contemplated in para (e) supra.

The above suggestions, if accepted , will I am sure, give a fair chance for continuance of the State Servants in Service without much murmur.

M.H.Hasaiah,
17.5.1949.
Financial Secy.to Govt.
Sandur.

True Copy.

(*)was always less than that fixed for corresponding qualification and rank in the Madras Province and hence the present staff may be put on a higher grade than they were drawing in the -

14/2/6.

now. Now all these State Servants cannot be retained in Sandur and hence they have to maintain two households one at Sandur where their children and wife, will stay and the other at their own official headquarters. Under the present days one has to spend Rs.50/- for a house in Taluk and District headquarters. This will work as a real hardship to the poor paid State Servant is getting. I therefore suggest that those who are posted outside Sandur will get a house rent allowance of 15% of their pay in addition to their pay subject to a minimum of Rs.10/- and this may be allowed to be continued as Special Allowance as long as that person remains in employment outside Sandur. In cases where personal servant of Government must be provided this special allowance may be enhanced to cover the expenses on the servant also.

(e) Para 10 of Subsidiary Instructions:—

It may not be necessary to elaborate that the salary paid to the subordinate services of the State is very low and to fix the superannuated and other benefits on the actual pay drawn by the servant at the time will be very low especially when pension is fixed on the average pay of 36 months preceding the date of his retirement. This will make them disheartended. I therefore suggest that pensions may be fixed on the last pay drawn by the State servant for the average of 36 months. The rate for superannuate pension may be given to all servants with a service of 25 to 30 years. This scheme may be absurd but a study of the conditions of local people will prove that it is worth considering.

(f) It may not be out of place to add that those who were in service before 1938 may be permitted to avail themselves of the benefits of leave concessions that are in force in the Presidency. This will help the subordinates who have accumulated leave so far to utilise the same in future. It is a just claim and may be admitted.

(g) The criteria for fixing the State Servants in the new grades should be the post and rank last held by them and not on the pay they were getting. Pay fixed for each post in the State

Continued:

Remarks RE.Absorption of servants.

I desire to lay particular emphasis on the direction of the Government of India that it will be unfair if an attempt is made to settle any less favourable terms with any of the employees who may have no option but to accept them for fear of loss of career.

It should not be forgotten that the scales of salary were very low in State Service till recently and that the Government of the State have given their employees higher salaries as the revenues of the State showed an upward tendency and with industrial expansio even now contemplated they might have been better off for all their lack of qualifications to which so much importance is given in the absorption rules under reference. The State employees were also enjoying facilities such as cheaper foodgrains and free education. In view of these, they need special consideration.

The number of employees to be absorbed is not very large and there seems to be no need for any general rules for their absorption But as these are called for, the following are suggested:--

(1) Apart from the Vidyamandir (The Local High School) there are only three Graduates and one technician (Electrical Officer) in the General Administratio , who have to be absorbed . Their cases may be considered individually each on its merits as each presents different features.

ASSISTANTS AND CLERICAL STAFF.

(1) These who have the requisite minimum educational qualifications may be absorbed in corresponding Madras Services. In all cases, the salaries are much lower than those in Madras and hence the application of the principles in the order under consideration will work as a great hardship to all. The salaries may be fixed as suggested in the Rules i.e. a stage higher in the Madras Scale than their present salaries or the minimum of Madras scales if the present salaries are lower than this minimum, but the advance increments should be based on the length of service irrespective of when the servant was put on the present scale of pay. This will not mean much as none of them have put in more than 12 years'

Service.

(2) Those who just lack the minimum educational qualifications should be exempted if they have put in more than 5 years service and may be treated on the same basis as those in para (1) above).

(3) Those who do not come even under para (2) may be allowed to continue in service on their present scales of pay and grades.

(4) The permanent staff who have attained 55 years of age may be retired on pension.

(5) Those who voluntarily opt for pension may also be retired on pension or compensation as the case may be.

(6) In cases 4 and 5 the pension should be fixed on the same basis on which pensions for the Khasgi staff were fixed. Khasgi was also a branch of the State Service. They have been given pensions on a generous scale. Those in other branches of State Service should also get equally generous treatment. Otherwise the distinction would look invidious.

(7) State Servants who are absorbed into Madras Services will be subject to Madras Service conditions and for this purpose they should be treated as having entered Madras Service on the day on which they entered State Service.

(8) Those who do not come under Madras Services and continue to serve on the present grades of pay(for lack of qualification to be put on Madras Scale) should also get pension under Madras Rules. The present Rules propose that one who retires at the time of absorption will get pension at Madras Scales if advantageous to him. This benefit should not be denied to others simply because they continue to serve for some time more. Though they cannot get the benefit of Madras Scales of Pay, they should be entitled to Madras Scale of pension.

(9) Those who have not got requisite departmental qualifications, should be given reasonable time to acquire such qualifications. This should not be limited to 2 years in all cases e.g. to

to get Secondary Teacher's Certificate, 2 Years' training is necessary and one years' time more at least may be given in such cases

10) Any specific concession now enjoyed by them should be taken into consideration.

11) In any case in which a person is obliged to retire as the laternative post offered is not acceptable to him on grounds unsuitability for that kind of work etc., he should be retired on pension on the scale fixed in similar cases in the Huzur Khasgi.

12) Those who fail to qualify themselves by passing departmental tests, etc., should be allowed to continue on their present grades of pay and on retirement granted pension at Madras Scales for reasons stated in Para (8)

13) Dearness Allowance should be granted to all servants coming under the scheme of absorption now with effect from 1.8.46 at Madras Scales.

14) The above general principles may be applied to the Forest & Police Departments also.

Sd.N.Ramachandraa Sastri.
Genl.Secy. to Government.

True Copy.

P.S:-

In the Educational Department there are some teachers who were trained in Madras Institutions. But their certificates have been completed by Educational Officers of Madras Government for obvious reasons. This should be taken to mean that their certificates are not completed. This defect has to be overlooked and the certificate should be deemed to have been duly completed.

True Copy.

KA/20/6.

Special

Issue.

1/7/49

19

Public (Political) department.

Memo no 2823/49-4 dated 8.7.49

Subr: States – Sandur – Merger – Absorption of State employees –

Ref: From the Collector of Bellary, Rep. C No. S 368/49 C.C d. 19/6/1949

1-7-17 Cf.

The Board of Revenue is requested to expedite the submission of the report cited for the information of this Government.

7/7/49

3/7/49

To: The Board of Rev. Chepauk, Madras.

Sho 7/7/49

R. C. 5363/49 CC

Dated 29-6-1949.

From
E.C.Allardice Esq.I.C.S.
Collector, Bellary.

To
The Chief Secretary to Government,
Fort St.George, M a d r a s.

Sub; - States - Sandur - Merger - Absorption of State servants Retirement of certain undeserving persons - Issue of notices - Instructions - Requested.

Ref; - My Ref. C.No. 5363/49 CC dated 19-6-49 submitted through the Board of Revenue.

In my above reference, I proposed that all State servants who have put in service of 25 years and more may be retired compulsorily on payment of pensions. In this connection, I invite attention to paragraph 3 (1) and (2) of G.O.Ms.No. 855 Public (Political) department dated 26-3-1949 according to which 3 months' notice is necessary for permanent staff, and one months' notice for temporary staff if retrenched. In case the Government were to accept my proposal of retiring persons with service of 25 years and more, it will be necessary to issue them notices in advance, without further delay, so that they may not be continued unnecessarily after the reorganisation

4307
16 JUL 19

23

REVENUE DEPARTMENT,

Subject;

STATES--Sandur---Merger---State staff--absorption - Principles to be followed - Collector's report - interim report submitted.

***

Reference No.W.5913/49-1.

Madras. Dated 15th July 1949.

K.N.Anantharaman Esq.,I.C.S.,
Secretary, Board ofRevenue, Madras.

W.R.S.Sattianathan Esq.,I.C.S.,
Commissioner of Land Revenue and Commercial Taxes.

Read: Government Memorandum No.2823/49-4, Public (Political), dated 8th July 1949.

REFERENCE:

The report dated 19th June 1949 from the Collector of Bellary is under the consideration of the Board and the Board's remarks thereon will be submitted to Government in a week.

for Secretary.

To theChief Secretary to Government, Public (Political) Department, Madras.

nedr.15-7.

T.T.

Public (Political) department

Memo no 2823/49-4 ... dated 21.7.49

Sub: States - Sandur - Kenga - State employees - Retirement -

Ref: From the Collector of Bellary, R.C. 5363/49 C.C d 29/6/49.

The Collector of Bellary is informed that the proposal to compulsorily retire such of the State employees who have put in 25 years' of service will be considered on receipt of his detailed report d 19/6/49 submitted through the Board of Revenue.

To

The Collr. of Bellary.

Note: The collector's detailed report at p.p 7-17 cf. submitted through the Board has not yet been received with its remarks. Please see the reference from the Board at p. 23 cf.

The proposal of the Collector contained in his letter d 29/6/49 will be examined on receipt

P.T.O.

f his detailed report from the Board with its remarks.
An interim reply may be sent to the Collector.
Draft memo overleaf is submitted for approval

19/7/69 19.7.69.

20/7/69

4755

REVENUE DEPARTMENT
Subject.

STATES - Sandur - Merger - State employees - Absorption - Principles - Instructions issued - Report submitted.

Station: Madras. Ref.W.5913/49-2. Dated 3-8-'49.

From

K.N. Anantaraman, Esq., I.C.S.,
Secretary, Board of Revenue.

S. Ranganathan, Esq., I.C.S., Commissioner of Land Revenue and Commercial Taxes.

Read: G.O.Ms.855, Public (Political), dated 26-3-49.
Government Memorandum No.2823/49-1 Public (Political) dated 5-5-49 and 8-7-49.
From the Collector of Bellary, Rc.5368/CC dated, 19-6-1949.

Reference:

A copy of the letter dated 19-6-1949 from the Collector of Bellary is submitted to the Government with reference to their Memo dated 5-5-49 and 8-7-49.

2. The report of the Collector is only a preliminary one regarding the principles to be adopted in submitting proposals for the absorption of the state employees of Sandur. As regards the point raised by him in para 1 of his report, the Board invites the attention of the Government to paras 10 and 11 of B.P. Rt.No.3773/49 dated 7-7-49 wherein it has suggested that the 2 years time granted to state employees to make good the defecient departmental qualifications may be counted not from 1-1-1949 as ordered in para 2 IV of G.O.Ms.855, Public (Political) dated 26-3-49 but from the date when the state employees are actually absorbed in Provincial Government service. As regards the other points raised by the Collector the Board is instructing him suitably and he is being asked to submit detailed proposals for the absorption of the state staff. The Board will submit final proposals in the matter as soon as they are received from the Collector.

3. The attention of the Collector of Bellary is invited to para 1 of his report dated 19-6-49. He is informed that the Board has already recommended that the 2 years time granted to state employees referred to in para 2 (iv) of G.O.Ms.855, dated 26-3-49 may be ordered to take effect from the date of actual absorption of the state employee and not from 1-1-49. (A copy of the Board's recommendation is enclosed). The same principle will be followed in the case of Sandur employees also.

4. Para 2 of the Collector's letter. The attention of the Collector is invited to para 5(c) of G.O.Ms.855, Public (Political) dated 26-3-49 according to which the initial pay in the provincial scale to be fixed for the absorbed state servants will be much higher than the maximum in the state scales of pay as they are stated to be very low. This in itself is an advantage. Beyond this it is only reasonable to count service in a particular cadre for advance increments in that cadre and the entire period of permanent service cannot be taken into account. The Board considers that though there may be a few such cases in the Sandur state, no further concessions than what is laid down in para 5(c) of the G.O.Ms.855, Public (Political) dated 26-3-49 would be justifiable.

B/24 enf

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort.St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference C.No.5368/49.C.C. dated 19.6.1949.

Sir,

Sub: States -Sandur - Merger - Absorption of State Servants - Report - Submitted.
Ref: Government Memorandum No.2323/49.10 Public (Political) Department dated 5--5--1 9 4 9.

The provisions of Government Order Ms.No.855 Public (Political Department) dated 26..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.855 Public (Political) dated 26.3.1949 Para 2(iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propsoing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, th candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

2) In para 5 (c) of G.O.Ms.No.855 dated 26.3.1949, sanctio of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

P.T.O.

It is, therefore, suggested that the total permanent service of th State Servants instead of service in previous scales may be taken into consideration.

3) The Financial Secretary to the Government of Sandur, requests that those who were in State Service before 1932 may be allowed the concessions of leave rules as existing under the Madras Government. The new leave rules of this Government may be applied to them.

4) The area of the jurisdiction and to some extent the pay last drawn by the State Servant may be taken to be the criteria for fixing the State Servants in the new grades. The suggestion of the Financial Secretary to consider the Post and Rank held by them and not the Pay, cannot be accepted in view of the fact that the comparative scales of pay in this Province are higher than those in the State and the complexity of problems in similar posts in this Province requires greater experience and men of better abilities than the persons holding high posts in the state.

5) The General Secretary to the Government requests that the cases of the three Graduates viz., the General Secretary, the Financial Secretary and the Revenue Assistant may be considered specially. I shall submit my recommendations with regard to these persons soon. Similarly other special and deserving cases may be ordered to be considered on their merits.

6) The General Secretary proposes that the Service of the State Servants in the state, must be counted for all purposes under the Madras Government rules. This is a reasonable request and may be considered favourably.

7) As regards grant of pensions or compensations to the State Servants who for one reason or other have to retire, I submit the following:

The State Officials got the present scales of pay only in 1947 and prior to it their scales of pay were low. The average of 36 months emoluments on the date of retirement on account of the

B/24 enf

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort,St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference G.No.5368/49.C.C. dated 10.6.1949.

Sir,

Sub: States -Sandur - Merger - Absorption of State Servants - Report - Submitted.

Ref: Government Memorandum No.2023/49.10 Public (Political) Department dated 5--5--1 9 4 9.

--

The provisions of Government Order Ms.No.855 Public (Political Department) dated 26..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.855 Public (Political) dated 26.3.1949 Para 2 iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propseing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, the candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

2) In para 5 (c) of G.O.Ms.No.855 dated 26.3.1949, sanction of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

P.T.O.

B
24 6 47

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort,St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference C.No.6368/49.C.C. dated 10.8.1949.

Sir,

Sub: States -Sandur - Merger - Absorption of State Servants - Report - Submitted.

Ref: Government Memorandum No.2323/49.10 Public (Political) Department dated 5--8--1 9 4 9.

The provisions of Government Order Ms.No.855 Public (Political Department) dated 26..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.855 Public (Political) dated 26.3.1949 Para 3 iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propsoing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, th candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

2) In para 5 (c) of G.O.Ms.No.855 dated 26.3.1949, sanctio of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

P.T.O.

B
24 enf

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort.St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference C.No.5368/49.C.C. dated 19.6.1949.

Sir,

Sub: States -Sandur - Merger - Absorption of State Servants - Report - Submitted.

Ref: Government Memorandum No.2323/49.10 Public (Political) Department dated 5--5--1 9 4 9.

--

The provisions of Government Order Ms.No.855 Public (Political Department) dated 26..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.855 Public (Political) dated 26.3.1949 Para 2(iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propseing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, the candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

2) In para 5 (c) of G.O.Ms.No.855 dated 26.3.1949, sanction of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

P.T.O.

It is, therefore, suggested that the total permanent service of the State Servants instead of service in previous scales may be taken into consideration.

3) The Financial Secretary to the Government of Sandur, requests that those who were in State Service before 1932 may be allowed the concessions of leave rules as existing under the Madras Government. The new leave rules of this Government may be applied to them.

4) The area of the jurisdiction and to some extent the pay last drawn by the State Servant may be taken to be the criteria for fixing the State Servants in the new grades. The suggestion of the Financial Secretary to consider the Post and Rank held by them and not the Pay, cannot be accepted in view of the fact that the compensative scales of pay in this Province are higher than those in the State and the complexity of problems in similar posts in this Province requires greater experience and men of better abilities than the persons holding high posts in the state.

5) The General Secretary to the Government requests that the cases of the three Graduates viz., the General Secretary, the Financial Secretary and the Revenue Assistant may be considered specially. I shall submit my recommendations with regard to these persons soon. Similarly other special and deserving cases may be ordered to be considered on their merits.

6) The General Secretary proposes that the Service of the State Servants in the state, must be counted for all purposes under the Madras Government rules. This is a reasonable request and may be considered favourably.

7) As regards grant of pensions or compensations to the State Servants who for one reason or other have to retire, I submit the following:

The State Officials got the present scales of pay only in 1947 and prior to it their scales of pay were low. The average of 36 months emoluments on the date of retirement on account of the

It is, therefore, suggested that the total permanent service of th State Servants instead of service in previous scales may be taken into consideration.

3) The Financial Secretary to the Government of Sandur, sts that those who were in State Service before 1932 may be allowed the concessions of leave rules as existing under the Madras Government. The new leave rules of this Government may be applied to them.

4) The area of the jurisdiction and to some extent the pay last drawn by the State Servant may be taken to be the criteria for fixing the State Servants in the new grades. The suggestion o the Financial Secretary to consider the Post and Rank held by them and not the Pay, cannot be accepted in view of the fact that the comparative scales of pay in this Province are higher than those in the State and the complexity of problems in similar posts in this Province requires greater experience and men of better abilit than the persons holding high posts in the state.

5) The General Secretary to the Government requests that the cases of the three Graduates viz., the General Secretary, the Financial Secretary and the Revenue Assistant may be considered specially. I shall submit my recommendations with regard to these persons soon. Similarly other special and deserving cases may be ordered to be considered on their merits

38 6) The General Secretary proposes that the Service of the State Servants in the state, must be counted for all purposes under the Madras Government rules. This is a reasonable request and may be considered favourably.

7) As regards grant of pensions or compensations to the State Servants who for one reason or other have to retire. I submit the following:

The State Officials got the prasent scales of pay only in 1947 and prior to it their scales of pay were low. The average of months emoluments on the date of retirement on account of the

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort.St.George,
Madras.

Through

The Secretary to the Board of Revenue,
M a d r a s.

Reference C.No.5368/49.C.C. dated 19.6.1949.

Sir,

Sub: States-Sandur - Merger - Absorption of State Servants - Report - Submitted.

Ref: Government Memorandum No.2323/49.10 Public (Political) Department dated 5--5--1 9 4 9.

(A) The provisions of Government Order Ms.No.855 Public (Political Department) dated 26..3..1949 are generally suitable for being applied to the Sandur State.

I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.855 Public (Political), dated (A) 26.3.1949 Para 2(iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propseing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, the candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

(A) 2) In para 5 (e) of G.O.Ms.No.855 dated 26.3.1949, sanction of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

m.o

Revenue Department.

From
E.C.Allardice Esq., I.C.S.,
Collector,
Bellary.

To
The Chief Secretary to Government,
Fort.St.George,
Madras.

Through
The Secretary to the Board of Revenue
M a d r a s.

Reference C.No.5368/49.C.C. dated 19.6.1949.

Sir,

Sub: States-Sandur - Merger - Absorption of State Servants Report - Submitted.

Ref: Government Memorandum No.2823/49.10 Public (Political) Department dated 5--5--1 9 4 9.

(A) The provisions of Government Order Ms.No.355 Public (Political Department) dated 26..3..1949 are generally suitable fo being applied to the Sandur State.

39 I enclose herewith copies of the reports of the General Secretary and the Financial Secretary to the Government of Sandur, regarding the absorption of State Servants. The following are my remarks on the several suggestions made by them.

1) According to G.O.Ms.No.355 Public (Political) dated (A) 26.3.1949 Para 2(iv), persons who do not possess the requisite departmental qualifications will be given two years' time from 1.1.1949 to acquire the qualifications prescribed for the posts in which they are absorbed. The Financial Secretary to the Government of Sandur feels that the period of two years is insufficient. I suggest that as the staff has not yet been absorbed they may be given 2 years with effect from 1.7.1949. I do not agree with the Financial Secretary to the Government of Sandur in propsoing exemption from passing departmental tests in the case of State servants who have become old or gained sufficient working experience. I consider that experience in the old ways will be of little help for the new system and that therefore, the candidates must pass the prescribed tests to be eligible to the posts they are to be appointed in.

(A) 2) In para 5 (c) of G.O.Ms.No.355 dated 26.3.1949, sanction of increments to State Servants is regulated according to "Service in previous scales". The existing scales of pay in the state have been recently brought into effect and therefore, the benefits contemplated in this paragraph cannot be applied to any employee of the State, and hence no increments would accrue to any State Servant.

It is, therefore, suggested that the total permanent service of the State Servants instead of service in previous scales may be taken into consideration.

3) The Financial Secretary to the Government of Sandur, requests that those who were in State Service before 1932 may be allowed the concessions of leave rules as existing under the Madras Government. The new leave rules of this Government may be applied to them.

4) The area of the jurisdiction and to some extent the pay last drawn by the State Servant may be taken to be the criteria for fixing the State Servants in the new grades. The suggestion of the Financial Secretary to consider the Post and Rank held by them and not the Pay, cannot be accepted in view of the fact that the comparative scales of pay in this Province are higher than those in the State and the complexity of problems in similar posts in this Province requires greater experience and men of better abiliti than the persons holding high posts in the state.

5) The General Secretary to the Government requests that the cases of the three Graduates viz., the General Secretary, the Financial Secretary and the Revenue Assistant may be considered specially. I shall submit my recommendations with regard to these persons soon. Similarly other special and deserving cases may be ordered to be considered on their merits.

6) The General Secretary proposes that the Service of the State Servants in the state, must be counted for all purposes under the Madras Government rules. This is a reasonable request and may be considered favourably.

7) As regards grant of pensions or compensations to the State Servants who for one reason or other have to retire, I submit the following:

The State Officials got the present scales of pay only in 1947 and prior to it their scales of pay were low. The average of months emoluments on the date of retirement on account of the

the merger will be lessthan 50% of their present pay. Taking into consideration the scale of pensions granted by the Rajah to his household staff and approved by the Government of India, I consider it desirable to grant ex-traordinary pensions to all State servants retiring. It will be a gracious act on the part of the present Government and will not give place to the conception that had the servants not served the present Government, the Rajah Saheb would have got them gracious pensions as in the case of his household staff. I suggest that 70% of the Pay of the servant on the date of retirement may be given to him as an extraordinary pension. I may add for your information that, as regards the Rajahs household, an average of 63% of their pay was given and I suggest that it is expedient to give at least as high an average.

In this connection I may add that all state servants who have put in service of 25 years and more may be retired compulsorily on payment of pension at the above suggested scale.

Temporary servants who are found unfit for service in this Province, or who though fit, do not choose to serve the present Government, may be permitted to retire from service on payment of compensation at the rate of one months' salary drawn by them on the date of such discharge, for every one year of service put in by the State servant in Sandur State.

All the other provisions of the Government Order may be applied Mutatis Mutandis to the Sandur State employees. On receipt of final orders governing the general principles of absorption, I shall submit proposals in respect of each state servant.

I am asking the Special Officer, Sandur, to discharge from State service some of the state Police Constables, and servants of the state forces, Sandur, with effect from 1.7.1949, as they are unwilling to serve the present Government. A separate report on this matter is being submitted to the Government. Proposals for awarding them suitable compensation will be submitted on receipt of final orders from Government regarding the general principles on which they are to be compensated.

As the future of the several servants has to be decid
quickly before the reorganisation is completed and the depar
ments taken over by the respective heads of departments in th
Province, I request that orders may be issued at an early dat

hrs/20.6.1949. KA/20/6

for Collector. 21.6.49

Copy to the Chief Secretary to Government, Madras, direct to
save delay.

now. Now all these State Servants cannot be retained in Sandur and hence they have to maintain two houses one at Sandur where their children and brothers etc., will stay and the other at their ex official headquarters. During the present days one has to spend u Rs.60/- for a house in busy taluk and District Headquarters. This will work as a real hardship on the comparatively low pay a State Servant is getting. I therefore suggest that those who are posted outside Sandur will get a house rent allowance of 15% of their pay in addition to their pay subject to a minimum of Rs.10/- and this may be allowed to be continued as Special Allowance as long as that person remains in employment outside Sandur. In cases where personal servant at Government cost are provided this special allowan may be enhanced to cover the expenses on the servant too.

(e) Para 10 of Ancillairy Instructions:-

It may not be necessary to reiterate that ..... paid to the subordinate services of the state is very low and to fix the superannuated and other pensions on the actual pay drawn by the servant at the Madras rates will be very low especially when th pension is fixed on the average pay of 36 months preceding the date of his retirement. This will make them discontended. I therefore suggest that pensions may be fixed on the last pay drawn by the state servant and the average of 36 months. The rate for superannuated pensions may be granted to all servants with a service of 25 to 30 years. This suggestion may look absurd but a study of the conditions of local services will prove that it is worth considering.

(f) It may not be out of place to add that those who were in service before 1932 may be permitted to avail themselves of the benefits of leave concessions then in existence in the Presidency. This will help the subordinates who have accumulated leave so far to utilise the same in future. It is a just claim and may be admitted.

(g) The criteria for fixing the State Servants in the new grades should be the post and rank last held by them and not on the pay they were getting. Pay fixed for each post in the State

tate Service with the necessary advance, increments contemplated n para (c) supra.

The above suggestions, if accepted , will I am sure, ive a fair chance for continuance of the State Servants in ervice without much murmur.

M.N.Hanaiah,
17.6.1949.
Financial Secy.to Govt.
Bundur.

True Copy.

(*)was always less than that fixed for corresponding qualification and rank in the Madras Province and hence the present staff may be put on a higher grade than they were drawing in the -

Continued:

Remarks RE. Absorption of servants.

I desire to lay particular emphasis on the direction of the Government of India that it will be unfair if an attempt is made to settle any less favourable terms with any of the employees who may have no option but to accept them for fear of loss of career.

It should not be forgotten that the scales of salary were very low in State Service till recently and that the Government of the State have given their employees higher salaries as the revenues of the State showed an upward tendency and with industrial expansion even now contemplated they might have been better off for all their lack of qualifications to which so much importance is given in the absorption rules under reference. The State employees were also enjoying facilities such as cheaper foodgrains and free education. In view of these, they need special consideration.

The number of employees to be absorbed is not very large and there seems to be no need for any general rules for their absorption. But as these are called for, the following are suggested:--

(1) Apart from the Vidyamandir (The Local High School) there are only three Graduates and one technician (Electrical Officer) in the General Administration, who have to be absorbed. Their cases may be considered individually each on its merits as each presents different features.

ASSISTANTS AND CLERICAL STAFF.

(1) Those who have the requisite minimum educational qualifications may be absorbed in corresponding Madras Services. In all cases, the salaries are much lower than those in Madras and hence the application of the principles in the order under consideration will work as a great hardship to all. The salaries may be fixed as suggested in the Rules i.e. a stage higher in the Madras Scale than their present salaries or the minimum of Madras scales if the present salaries are lower than this minimum, but the advance increments should be based on the length of service irrespective of when the servant was put on the present scale of pay. This will not mean much as none of them have put in more than 12 years'

Service.

(2) Those who just lack the minimum educational qualifications should be exempted if they have put in more than 5 years service and may be treated on the same basis as those in para (1) above).

(3) Those who do not come even under para (2) may be allowed to continue in service on their present scales of pay and grades.

(4) The permanent staff who have attained 55 years of age may be retired on pension.

(5) Those who voluntarily opt for pension may also be retired on pension of compensation as the case may be.

(6) In cases 4 and 5 the pension should be fixed on the same basis on which pensions for the Khasgi staff were fixed. Huzur Khasgi was also a branch of the State Services. They have been given pensions on a generous scale. Those in other branches of State Service should also get equally generous treatment. Otherwise the distinction would look invidious.

(7) State Servants who are absorbed into Madras Services will be subject to Madras Service conditions and for this prupose they should be treated as having entered Madras Service on the day on which they entered State Service.

(8) Those who do not come under Madras Services and continue to serve on the present grades of pay(for lack of qualification to be put on Madras Scale) should also get pension under Madras Rules. The present Rules propose that one who retires at the time of absorption will get pension at Madras Scales if advantageous to him. This benefit should not be denied to others simply because they continue to serve for some time more. Though they cannot get the benefit of Madras Scales of Pay, they should be entitled to Madras Scale of pension.

(9) Those who have not got requisite departmental qualifications, should be given reasonable time to acquire such qualification. This should not be limited to 2 years in all cases e.g. to

to get Secondary Teacher's Certificate, 2 Years' training is necessary and one years' time more at least may be given in such cases.

10) Any specific concession now enjoyed by them should be taken into consideration.

11) In any case in which a person is obliged to retire as the alternative post offered is not acceptable to him on grounds unsuitability for that kind of work etc., he should be retired on pension on the scale fixed in similar cases in the Huzur Khasgi.

12) Those who fail to qualify themselves by passing departmental tests, etc., should be allowed to continue on their present grades of pay and on retirement granted pension at Madras Scales for reasons stated in Para (6)

13) Dearness Allowance should be granted to all servants coming under the scheme of Absorption now with effect from 1.8.45 at Madras Scales.

14) The above general principles may be applied to the Forest and Police Departments also.

Sd.N.Ramachandran Sastri.
Addl.Secy. to Government.

True Copy.

P.S:-

In the Educational Department there are some teachers who were trained in Madras Institutions. But their certificates have not been completed by Educational Officers of Madras Government for obvious reasons. This should be taken to mean that their certificates are not completed. This defect has to be overlooked and their certificate should be deemed to have been duly completed.

True Copy.

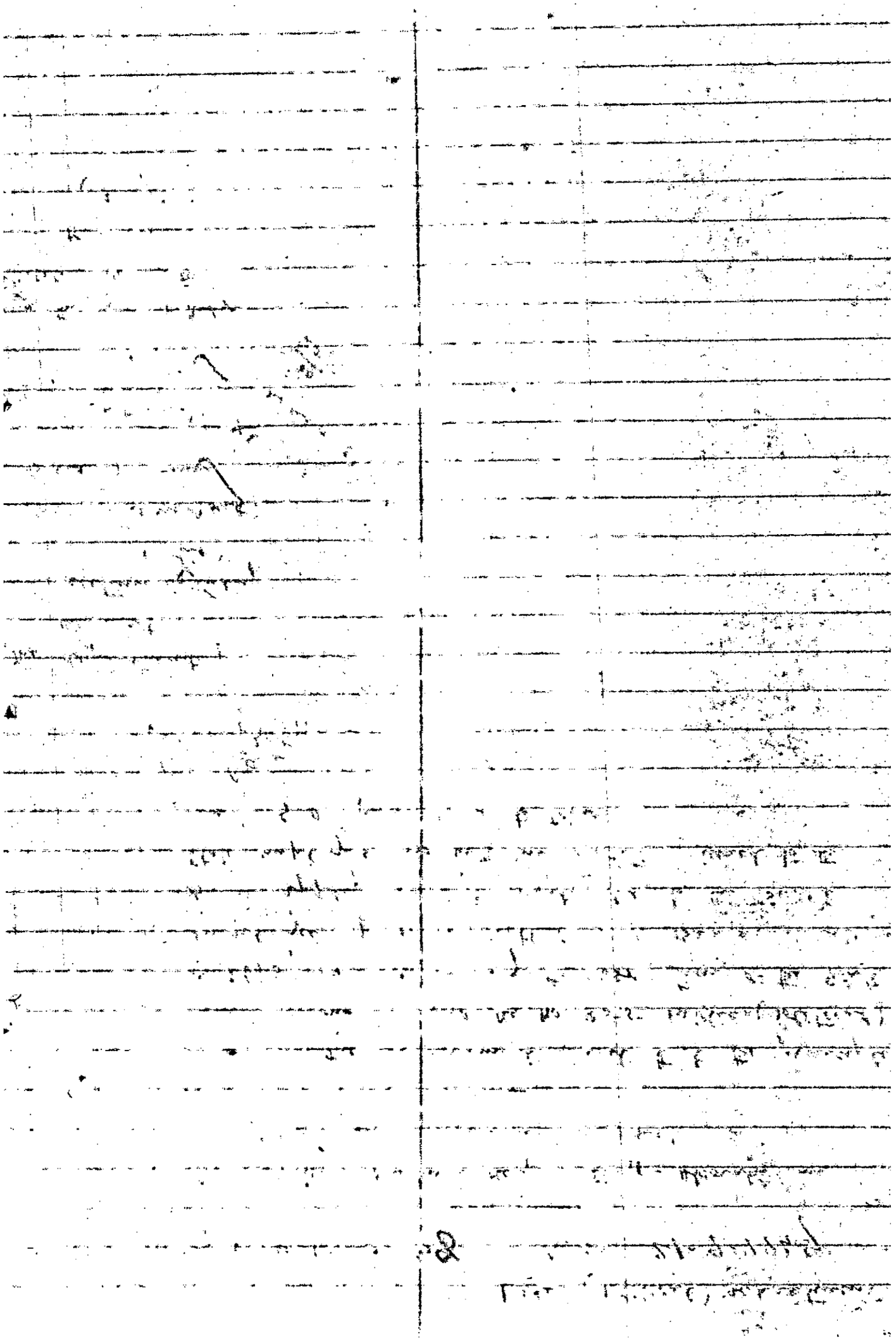
Public (Political) Department

Issue G.O. Ms. No. 3238 dated 21-9-1949

Sub: States — Sandur — Merger — Staff — Absorption in Madras Services — Instructions issued

The Government direct that the principles laid down in G.O. Ms. No. 8 S-S, Public (Political) d. 26/3/1949 regarding the absorption of the State employees of Pudukkottai and Banganapalle, as subsequently amended, shall apply mutatis mutandis to the absorption of the Sandur State employees also in Madras Services.

The departments of the Secretariat (all sections including Public)
Public (Services) Dept
Board of Revenue
Collector, Bellary (with enclosure)
A.G., Madras through Finance
The Govt of India, Ministry of States, New Delhi (3 copies)



Public (Poll.) Department.

Sub: STATES - Sandur - Merger - Absorption of State employees.

Instructions were issued in G.O.No.855, Public (Political), dated 26th March 1949 regarding the principles to be followed for the absorption, retirement, etc. of the employee in Pudukkottai and Banganapalle, their fixation of pay, payme of compensation for loss of career, etc. After the merger of Sandur State, the Collector of Bellary was asked to report whether the principles laid down in this G.O. might be applied mutatis mutandis to Sandur. The Collector of Bellar reports that the principles laid down in the G.O. are genera ly suitable for being applied to Sandur and that they might be applied mutatis mutandis in the case of Sandur State employees subject to the following exceptions:-

(i) The two years time from ~~November~~ 1949 allowed in par 2 (iv) of the G.O. to employees to acquire deficient qualifications may be computed from 1-7-1949.

(ii) The advance increment sanctioned in para 5(c) of the G.O. shall be regulated not with reference to service in previous scales as laid down in the G.O. but with reference to their total permanent service.

(iii) The employees who were in service before 1932 may be allowed the concession of leave rules as existing under this ~~Govt~~.

(iv) The cases of 3 graduate officers may be considered ~~on with~~ individual merits.

(v) The employees who are to be retired should be given ~~30~~ 70 percent of their pay as pension, as a special case.

2. The Board has already recommended in the case of Banganapalle and Pudukkottai that the period of 2 years allowed for State employees to acquire their deficient departmental qualifications should be counted from the date of their absorption and not from ~~November 1949~~ 1/1/1949. That suggestion is under separat consideration. The decision that may be arrived at on that question may be applied to Sandur State employees also.

copy at (A)

p. 1 of

K on p. 29 of

p. 1-2 of (A)

H on p. 29 of

p. 3 of (A)

N on p. 30 of

P on p. 30 of

para 5 on p. 30 of

R on p. 31 of

26/7/49

E III 25/1817 2823/49

The Board, while agreeing to the proposal of the Collector to deal with the case of the 3 graduate employees individually ~~individuals~~ and while asking for a copy of the State leave rules para 6 on p. 284 to examine the proposal of the Collector referred to at S above, has suggested that in all other respects the principles laid down in G.O.No.855 Public (Political), dated 26-3-49 (A) may be applied to Sandur employees also. The Board has asked the Collector of ~~Bangenapalle~~ Bellary to submit urgently proposals for the absorption of the State staff, the proposal for the absorption of the Revenue staff to be sent to the Board and proposals for the absorption of staff of other Departments to be sent ~~to be sent~~ to the respective Heads of Departments. para 9 on p. 284

FINANCE DEPARTMENT 55729 RECEIVED 26 Aug 1949 SECRETARY TO GOVERNMENT

3. It therefore seems that it is sufficient if the principles that are already laid down for the absorption of the state employees in Banganapalle and Pudukottai and the modification, if any, that may be made from time to time may be applied to Sandur State employees also. (A) M

Finance may see for remarks, if any.

Pub (Poll) 2823/49-5 25787/49 Recruitment Rules and ...

25787/49 Cee 22.8.49 Finance (E III)

Finance (E III) Suppl:-2 above may be perused. Finance may agree with the views of Pub at 'M' above. Bnk

FIN.U.O.55/29/E.III 29.8.49

18/8/49 NW 29849 Pub (Poll)

Public (Political) Deptt. with Finance agree/this department's proposal at M above. Necessary draft order is submitted for approval. For orders as to circulation.

ASSISTANT SEC. TO GOVT. 6285 31 AUG 1949 ASSISTANT CHIEF SECRETARIAT

CHIEF SECRETARIAT GOVERNMENT OF MADRAS 10 SEP 1949

2/9/49 Cee 7.9.49 10/9/49 C.S. / H.R. / H.M.

HM(Pub) no.

(issued as G.O. no 3238, Pub (Poll), d 21/9/1949).

GOVERNMENT OF MADRAS.

Abstract.

States -- Banganapalle and Pudukkottai -- Merger -- Staff -- Absorption in Madras Services -- Instructions issued.

Public (Political) Department.

G.O. Ms. No. 855. Dated 26th March 1949.

ORDER:

The Government of India have given an assurance to the Rulers of the merged States that as far as possible all permanent members of the public services in the States would be absorbed on conditions which will not be less advantageous than those which they were receiving before the merger. They are therefore bound morally and otherwise to ensure that the guarantees are fulfilled both in letter and in spirit and have accordingly directed that their guarantees with reference to permanent public servants should be scrupulously observed; that wherever it becomes necessary to terminate the services of any person for no fault of his or because of his unsuitability or otherwise he should be paid adequate compensation; that it will be unfair if an attempt is made to settle less favourable terms with any of the employees who may have no option but to accept them for fear of loss of career; and that every effort should be made to utilise such talents as are available as there is an all-round shortage of experienced personnel having knowledge of local conditions.

2. Ancillary to the Government of India's instructions the Madras Government have laid down the following principles regarding the absorption of the members:-

(i) Persons occupying specific posts in the states who possess qualifications similar to those possessed by occupants of corresponding posts in Madras should be retained in service. There is however no need to consider posts of similar title in the merged states as equivalent. The criteria should be the area of jurisdiction and to some extent the pay drawn in the state before absorption.

(ii) Persons possessing inferior qualifications but occupying posts which under the Madras Government required superior qualifications should be offered alternative posts to which their qualifications entitle them in Madras and if they refuse, they may be retired or discharged on payment of compensation for loss of career.

(iii) Those who have no qualifications may be retired on compensation for loss of career. Wherever considered necessary these unqualified persons may, however be retained in service on their previous pay scales. They will be governed by and retired under the state rules and should not be regarded as members of any of the Madras Government services.

(iv) Persons who do not possess the requisite departmental qualifications will be given two years' time from 1st January 1949 to acquire the qualifications prescribed for the posts in which they are absorbed. Till

they get themselves so qualified they may be allowed to draw only the pre-merger rates of pay and allowances. They will be deemed to have been regularly absorbed only after they qualify themselves within the prescribed period. If they do not qualify themselves within this period, they may be retired on proportionate pension or compensation as laid down in paragraph 10 below or if they so elect, they may be retained in service on thei previous pay scales and governed by and retired under state rules.

3. The Board of Revenue has asked the Collectors concerned to re-examine all cases in the light of the following instructions:-

(1) All permanent staff must be continued till absorbed in Madras Services or retrenched. If retrenched, 3 months' notice is necessary and suitable compensation for loss of career must be paid.

(2) Temporary staff, if supernumerary to requirements, should be disbanded after one month's notice.

(3) All State servants must continue to receive the same rates of pay which they were receiving before.

The Collectors have been asked to consult other District officials with a view to ascertaining the possibility of absorbing any of the surplus staff in the corresponding departments and to send revised proposals in the light of the above instructions and to furnish:--

(a) A list of persons to be retrenched showing whether they are permanent or temporary (b) a list of persons to be absorbed and who may continue to be employed and (c) a list of persons who are surplus to the requireme of the merged area but who could be absorbed in suitable si similar posts in the Presidency. In the case of persons to be absorbed proposals have been called for for their absorption into Madras Services with details of relevent rules to be relaxed.

(4) The details called for by the Board of Revenue beferred to in the fore-going paragraph will be received ir the administrative departments of the Secretariat concerned either through the Board of Revenue or through the Heads of Departments concerned. Departments of the Secretariat will take the necessary action for the absorption of such staff adopting the above mentioned general principles by relaxing, if necessary, the relevant rules in consultation with the Public (Services) Department. They may also leave it to the Head of the Department concerned or to the Board of Revenue to take the necessary action for the absorption of the non-pensionable staff having due regard to the principles already enunciated, if they consider it necessary. The staff (unqualified persons referred to in paragraph 2(iii) excepted) - shall after they have been absorbed be deemed to belong to the corresponding services under this Government and be governed by the rules in force in this Province. Their previous qualifying service in the State should count for purpose of pension etc.

5. In fixing the pay of the State employees in the time-scales of pay of posts to which they are appointed on

in which they are absorbed care should be taken to implement the assurances of the Government of India referred to in paragraph 1 above. Fully qualified staf when taken into posts in the subordinate services under this Government should be brought on to the time scales of pay of theposts and should be allowed the benefits of advanced increments in the manner prescribe below and as laid down in G.O. No.78, Finance, dated 6th February 1947:--

(a) The pay of every permanent state employee should be fixed in the appropriate scales of the corresponding post to which he is appointed at the stage ~~next~~ above his pay in the state service.

(b) If such aggregate is less than the minimum of the scale of the post to which he is appointed his pay shall be fixed at such minimum.

(c) After his pay is fixed under sub-paragraphs (a) or (b) above, as the case may be, he shall be granted advance increments in the revised scale as specified belo

(i) For a service of 4 years and more but less than 8 years in his previous scale.	1 advance increm
(ii) For a service of 8 years and more but less than 12 years in his previous scale.	
(iii) For a service of 12 years and more but less than 16 years of service in his previous scale.	
(iv) For a service of 16 years and more in his previous scale.	4 Advance increm

(d) Where an officer is granted any advance increment or increments under sub-paragraph (c) above only service from the date on which such advance increment or increments are given shall count for further increments.

(e) An Officer not eligible for any advance increment under sub-paragraph (c) shall be allowed to count service in the scale of pay in force in the State which has not already been counted for increments for increment in the revised time scales of upto a maximum of one year.

6. The pay of the fully qualified officers appoin to posts in the Provincial Gazetted Services of this Government should be fixed in the corresponding scale at the stage next above their pay in State Service.

7. These concessions do not apply to members who are not fully qualified.

8. There may be cases where persons in the State service have been on a higher scale of pay for which there is no corresponding scale in Madras Service. Where suitab scales of pay in Madras service do not exist the staff may be absorbed in posts in which they can appropriately be absorbed; the excess pay, if any, drawn by them being trea as personal pay. Cases where the application of this prin ciple works hardship can be dealt with individually on their merits.

9. Some of the state employees were in receipt of certain special concessions e.g. rent free quarters, free conveyance or conveyance at nominal cost. Such cases may be few and their cases can also be considered individually on their merits.

10. State employees who are to be discharged from service for one reason or other as a result of the re-organisation of the Departments should be paid compensation as laid down below:--

(1) State employees who have put in less than 10 years' service may be paid compensation at the rate of a month's salary for each year of service.

(ii) Persons who have put in a service of 10 years and moremay be retired according to the rules in force in the states or according to the Madras rules whichever are advantageous to the employees.

11. The absorption of members, the refixation of pay and other concessions sanctioned in this order shall have effect from 1st January 1949 and no claims to re-trospective effect before that date will be considered under any circumstances.

(By order of His Excellency the Governor)

K. Ramunni Menon,
Chief Secretary to Government.

To the Departments of the Secretariat
(all sections including Public).
To the Public (Services) Department.
To the Board of Revenue.
To the Collectors of Kurnool and Tiruchirapalli.
To the Accountant General, Madras, through Finance.
Copy to the Collectors of Mathurai,
Ramnad and Tanjore.
Copy to the Government of India, Ministry of States
(3 copies).

...

(True Copy)
Forwarded/By order

Superintendent...

NO.2454/49-2.
Government of Madras.
Public (Political) Department
Fort St.George, dated 26-4-49.

OFFICE MEMORANDUM.

Sub: States - Banganapalle and Pudukkottai - Merger - Staff Absorption - Payment of dearness allowance etc.

Ref: G.O.No. 855 Public (Political) dated 26th March 1949.

...

The following sentence shall be added to sub-para (a) of paragraph 5 of G.O.No.855 Public (Political) dated 26th March 1949:-

'He should also be paid dearness allowance at the appropriat rates which are in force in this Province from time to time and will be eligible to such other concessions as are available to the incumbents of similar posts in this Province'.

K. Ramunni Menon,
Chief Secretary to Governm...

To the Departments of the Secretariat (all sections including Public
" the Public (Services) department.
" the Board of Revenue.
" the Collectors of Kurnool and Tiruchirapalli.

p.t.o.

To the Accountant-General through Finance.
Copy to the Collectors of Madhurai, Ramnad and Tanjore.
Copy to the Government of India, Ministry of States, New Delhi

Forwarded/By order

Superintendent.

Government of Madras
Abstract.

STATES - Sandur - Merger - Agreement of merger signed by th Raja - Instructions issued.

Public (Political) Department.

G.O.Ms.No.1145. dated the 27th April 1949.

ORDER:

The Raja of Sandur has signed the agreement of merger ceding to the Dominion Government full and exclusive authority, jurisdiction and powers for and in relation to the governance of the Sandur State and has agreed to the transfer of the administration of the State to the Dominion Government with effect from the 1st day of April 1949. The Government of India will be issuing separately a notification under the Extra Provincial Jurisdiction Act delegating powers to this Government for the administration of the State.

2. A copy of the letter from the Government of India, Ministr of States No.D.3588-P/49 dated 20-4-49 is communicated to the Boar of Revenue and the Collector of Bellary together with a copy each of the collateral letter and the agreement of merger.

3..The Collector of Bellary is requested to arrange for the payment of the dues to the Raja of Sandur or members of his family and also for the payment of pension to the officers mentioned in the proceedings of the Sandur Durbar No.IX-7/48 dated 26-12-48 as modified by the Government of India.

(BY ORDER OF HIS EXCELLENCY THE GOVERNOR)

K.Ramunni Menon,
Chief Secretary to Government.

To the Board of Revenue (with enclosure).
" the Collector of Bellary (with enclosure).
" the Departments of theSecretariat (all sections) including Public (with enclosure.)
Copy to the Government of India, Ministry of States, New Delhi (3 copies)

/True copy/Forwarded/By order/

Superintendent.

Copy of letter No.D.3588-P/49 dated the 20th April 1949 from the Government of India, Ministry of States, New Delhi to the Chief Secretary to the Government of Madras, Madras.

Sub: Merger of Sandur State.

...

I am directed to enclose a copy of the agreement signed by the Raja of Sandur regarding the merger of his State (together with enclosures) and a copy of the collateral letter issued to the Raja. The Government of India are issuing separately a notification delegating powers under the Extra-Provincial Jurisdiction Act to the Provincial Government for the administration of the State.

2. It will be seen from paragraph 1 (6) of the collateral letter that the Government of India have admitted the claims of the Raja and members of his family to certain amounts given as loans by them to the State out of personal funds and the amounts invested by the Raja and his family in fixed deposit in Sandur State. It is requested that arrangements may be made to pay the amounts due to the Raja Saheb or members of his family on surrender of the fixed deposit receipts and other documents in their possession. Item 3 of the schedule of loans namely Rs.33,878-0-5 should be paid after verification with reference to documents.

3. With reference to paragraph 1(5) of the collateral letter the payment of Rs.36,000/- per annum to the State Temples Funds will be continued subject to audit of the accounts by an officer on behalf of the Government of India. It is requested that an officer of the Finance Ministry of the Government of Madras may be deputed for this purpose.

4. The Government of India have also accepted certain modifications in the Pension Order No.IX-7/48 dated 26th December 1948, passed by the Raja in favour of certain State Servants of Sundur. It is requested that arrangements may kindly be made to give effect to the pensions with effect from 1st April 1949.

Yours faithfully,
(Sd.) [illegible],
Deputy Secretary to the Govt. of India.

/True copy/

Dear Raja Saheb,

With reference to the agreement signed by you on the
949 ceding to the Dominion Government, full and exclusive au-
hority, jurisdiction and powers for and in relation to the
overnance of your State, I write to say that:-

(1) Your privy purse of Rs. ~~Nine Lakhs~~ Ninety thousand which is provided
or in the agreement signed by you is payable in perpetuity to
ou, your heirs and successors and will neither be increased nor
educed for any reason whatsoever. It will be free of all taxes
hether imposed by the Government of any Province or by the Govern-
ent of India. Till the 31st March 1949 all amounts payable under
he Palace (Civil Lists) Proclamation, 1949 (III of 1948) will be
aid to you from the provision made in the State budget of 1948-49.
he privy purse according to this agreement will come into force
ith effect from the 1st April 1949.

(2) Reference to the Ruler in Articles 2,3 and 4 include
he heirs and successors on the Gadi of the State. This is indeed
he significance of the guarantee in Article 5 which expressly ex-
ends to succession to your personal rights, besides privileges,
ignities and titles.

(3) The Ruler and his successors on the Gadi will conti-
ue to retain their hereditary distinctions, designations, titles
nd honours to which they were entitled prior to August 15, 1947.

(4) The accumulated balances which will be transferred
long with the State, shall, as far as possible, be spent for the
enefit of the people of your State.

(5) The payment of a sum of Rs.36,000 per annum to the
tate Temples Fund constituted by the Sandur State Temples Procla-
ation, 1948 (No.II of 1948) a copy of which is annexed, for the
roper maintenance of the temples and institutions specified therei
ill be continued. The audit of the accounts of the Fund will be
arried out by an officer appointed by or under the authority of
he Dominion Government.

(6) The amounts given as loans to the State by you or the
embers of your family, out of personal funds, and the amounts in-
ested by you (or by them) in fixed deposit in Sandur State Treasury
hall be returned to the depositor or lender on production of the
Fixed Deposit Receipts and other receipt issued by the Sandur State
reasury. A schedule of the aforesaid amounts is annexed hereto.

(7) It is intended that permanent members of the public
services of Sandur State will be continued in service on conditions
as near to those on which they were serving on 29th July 1948 as
hanged circumstances may permit. In the event of continuance in
service not being possible in any case, reasonable compensation wil
be paid.

(8) Pensions, compassionate allowances, and leave salarie
anctioned by competent authorityes in the State before 29th July
1948 to permanent member of its public services who have retired or
proceeded on leave preparatory to retirement will be continued. T
pensions sanctioned in your Huzur Order of 26th December 1948 as mo
fied by the Government of India, will take effect from 1st April 19

(9) The Ruler of Sandur and his successors shall have ex-
clusive shooting rights in the following areas, Ramgolla (Deogiri)
Hathi Marandagolla (Ramgad) Plans no: 3 & 7.

(10) All expenses (including legal fees and travelling and other charges) incurred in connection with the negotiations and finalization of the agreement referred to in this letter, upto the date of such finalisation, shall be paid from the State funds. The salary of Rs.250/- per mensem payable to the Industrial Adviser upto 31st March 1949 shall also be paid from State funds.

(11) No enquiry shall be made nor shall any proceedings lie in any court in India against you, whether in a personal capacity or otherwise, in respect of anything done or omitted to be done by you or under your authority during the period of your administration of your State.

(12) Except with the previous sanction of the Government of India, no proceedings, civil or criminal, shall be instituted against any person in respect of any act done or purporting to be done in the execution of his duties as a servant of the State before the date of this agreement.

(13) Any dispute arising under this agreement shall be referred to the Government of India, whose decision shall be final.

2. The contents of this letter will be regarded as part of the merger agreement entered into by you with the Governor General of India.

Yours sincerely,

(Sd) M. K. Vellodi

Raja Srimant Yeshwanta Rao,
Rao Sahib, Hindu Rao Ghorpade,
Mamlukatmadar Senapati,
Raja of Sandur,
Sandur.

(True Copy)

AGREEMENT MADE THIS First day of April 1949 between the Governor-General of India and the Raja of

SANDUR STATE

WHEREAS in the best interests of the State of Sandur as well as of the Dominion of India it is desirable to provide for the administration of the said State by or under the authority of the Dominion Government;

It is hereby agreed as follows:-

ARTICLE 1

The Raja of Sandur State hereby cedes to the Dominion Government full and exclusive authority, jurisdiction and powers for and in relation to the governance of the State and agrees to transfer the administration of the State to the Dominion Government on the 1st day of April 1949 (hereinafter referred to as "the said day").

As from the said day the Dominion Government will be competent to exercise the said powers, authority and jurisdiction in such manner and through such agency as it may think fit.

ARTICLE 2

The Raja of Sandur shall with effect from the said day be entitled to receive from the revenues of the State annually for his privy purse the sum of Ninty thousand rupees free of taxes. This amount is intended to cover all the expenses of the Ruler and his family, including expenses on account of his personal staff maintenance of his residences, marriages and other ceremonies, etc. and will neither be increased nor reduced for any reason whatsoever

The said sum may be drawn by the Raja in four equal instalments in advance at the beginning of each quarter by presenting bills at the State Treasury or at such other Treasury as may be specified by the Dominion Government.

ARTICLE 3

The Raja shall be entitled to the full ownership, use and enjoyment of all private properties (as distinct from State property) belonging to him on the date of this agreement, and specified in the schedule hereunto appended.

ARTICLE 4

The Raja, the Rani, the Rajmata, the Yuvraj and the Yuvrani shall be entitled to all personal privileges enjoyed by them whether within or outside the territories of the State, immediately before the 15th day of August 1947.

ARTICLE 5

The Dominion Government guarantees the succession, according to law and custom, to the gadi of the State and to the Raja's personal rights, privileges, dignities and titles.

In confirmation whereof Mullath Kadingi Vellodi Secretary to the Government of India in the Ministry ofStates has appended his signature on behalf and with the authority of the Governor-General of India and Raja Shrimant Yeshwantarao and Rao Sahib, Hindu Rao Ghorpade; Raja of Sandur State has appended his signature on behalf of himself, his heirs and successors.

Raja of Sandur State.

Secretary to the Government of India
Ministry of States.

Dated 1st April 1949.